



TAKE 2022

HOSTED BY  
UNIVERSIDADE PORTUCALENSE INFANTE D. HENRIQUE  
PORTO, PORTUGAL



UNIVERSIDADE  
PORTUCALENSE

JULY 6TH – 8TH 2022



**REMIT**  
Research on Economics,  
Management and Information Technologies



**IECPBI**  
Interactive Ecosystem for Portuguese  
Business Internationalization



## FINAL PROGRAMME

ALL TIMES GMT+ 1 Lisbon time – one hour less than Central Europe

<b>Wednesday, 6 July 2022</b>	
<b>8:30</b>	Registration opens
<b>9:00</b>	Opening Session
<b>9:15</b>	Keynote Speech
<b>10:15</b>	Coffee Break
<b>10:30</b>	Parallel Sessions
<b>12:00</b>	Gallery of Art
<b>13:00</b>	Lunch
<b>14:00</b>	Keynote Speech
<b>15:00</b>	Parallel Sessions
<b>16:30</b>	Coffee Break
<b>17:00</b>	Parallel Sessions
<b>18:00</b>	End of Conference Day

<b>Thursday, 7 July 2022</b>	
<b>9:00</b>	Keynote Speech
<b>10:00</b>	Coffee Break
<b>10:30</b>	Parallel Sessions
<b>12:00</b>	Workshop on Conferences Organization
<b>13:00</b>	Lunch
<b>14:00</b>	Keynote Speech
<b>15:00</b>	Parallel Sessions
<b>16:30</b>	Coffee Break
<b>17:00</b>	Parallel Sessions
<b>18:00</b>	Close of Work
<b>19:00</b>	Gala Dinner - Pousada do Freixo
<b>Friday, 8 July 2022</b>	
<b>9:00</b>	Keynote Speaker
<b>10:00</b>	Poster Session / Coffee Break
<b>10:30</b>	Parallel Sessions
<b>12:00</b>	The Future of Knowledge - Roundtable
<b>13:00</b>	Final remarks and presentation of TAKE 2023
<b>13:30</b>	Close of Conference
<b>14:00</b>	Lunch

**Wednesday, 6 July 2022**

<b>8:30</b>	<b>Registration opens</b>	<b>Room 205</b>		
<b>9:00</b>	<b>Opening Ceremony</b>	Carla Lobo – Local Organizer Jorge Leite – Vice Reitor UPT Luís Pacheco –REMIT Universidade Portucalense Research Center Susana Oliveira – Local Organizer Eduardo Tomé – TAKE Organization <b>Room 201</b>		
<b>9:15</b>	<b>Keynote Speech (Online)</b> André Matos Universidade Portucalense	Diplomats and entrepreneurs: friends or foes? <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a> <b>Room 201</b>		
<b>10:15</b>	<b>Coffee Break</b>			
<b>10:30</b>	<b>Human Resources Session Chair: Carla Lobo</b>  <b>Room 206</b>	<b>Innovation and Entrepreneurship Session Chair: Susanne Durst</b>  <b>Room 207</b>	<b>Covid Economy Session Chair: Eduardo Tomé</b>  <b>Room 208</b>	<b>Knowledge Management (Online) Session Chair: Gaby Neumann</b> <b>Room 201</b> <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>
<b>10:30</b>	Kesiena Ebenade and Okey Okonkwo Multi-Level Impact of Digital Continuous Professional Development Log on Workplace Learning	Monika Klimontowicz The impact of banks innovative capability on their ESG behaviour	Mateja Brozović, Nikolina Dečman and Ivana Pavić Going concern in times of COVID-19 pandemic – case of large companies in Croatia	José Maria Viedma Creating wealth in the 4 <sup>th</sup> Industrial Revolution. Theoretical foundations and practical implications.
<b>11:00</b>	Bassou El Mansour, Dissemination of Data on Practices in HRD /HRM As stated by Professionals over a Period of 10 years	Carla Santos Pereira Mónica Azevedo Carla Azevedo Lobo Natércia Durão Innovation and internationalisation - Is there a connection with entry modes and destination countries?	Peter Sharp The Changed Nature of Learning in Universities in the Covid-19 Knowledge Society	Manfred Bornemann Delivering on ISO 30401 - Intellectual Capital Statement made in Germany as a remedy
<b>11:30</b>	Joanna Małecka Dominik Czerkowski Jorg Vila Biglieri Do sheltered workplaces still fit into sustainability policy? - Polish market case study	Marius Ungerer Anton Schlechter The relationship between leadership, management innovation and organisational performance	Luis Murillo González, Marcelino Sánchez Rivero and María Cristina Rodríguez Rangel "ANALYSIS OF ONLINE REPUTATION FOR THE MAIN NATURAL SPACES IN EXTREMADURA, SPAIN" BEFORE AND DURING COVID-19 PANDEMIC	
<b>12:00</b>	<b>Round Table: Art Gallery (Online)</b>	Peter Sharp Blazenka Knezevic <b>Room 201</b> <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>		

<b>13:00</b>	<b>Lunch break</b>			
<b>14:00</b>	<b>Keynote Speech</b> Beverly Dawn Metcalfe Liverpool John Moores, UK, ESA Lebanon (Online)	Women, Empowerment and the SDGs: Paths for Knowledge Upgrading? <b>Room 201</b> <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>		
<b>15:00</b>	<b>Education Session Chair:</b> <b>Florian Kragulj</b> <b>Room 206</b>	<b>Technology Session Chair:</b> <b>Joanna Malecka</b> <b>Room 207</b>	<b>PhD Colloquium</b> <i>Chair: Julee Hafner and William Hafner</i> <b>Room 208</b>	<b>Economy (Online) Session Chair:</b> <b>Luís Pacheco</b> <b>Room 201</b> <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>
<b>15:00</b>	Sanja Sever Mališ, Ana Novak and Ivana Barišić Professional accountants' skills in accounting education: a review of recent university students' Perception	Decebal Dumitrescu and Marta Cristina Suci The use of a teleological model in the implementation of a new technology	PhD colloquium	Silvia Trifonova Atanas Atanassov DOES BULGARIA MEET THE NOMINAL CRITERIA FOR JOINING THE EURO AREA?
<b>15:30</b>	Blazenka Knezevic, Iwona Olejnik, Magdalena Stefańska, Pavel Kotyza, A perspective of senior consumers on need for education in promoting sustainable consumer behaviour and reduction of food Waste	Carla Santos Pereira Natércia Durão Fernando Moreira Digital Transformation in Portuguese internationalized enterprises	PhD colloquium	Santanukumar Ghosh SK NASIRUDDIN Sustainability Practices in Agriculture and International Trade: A Study of 193 countries
<b>16:00</b>	Heidrun Bichler Ripfel New continuing vocational education degrees in higher vocational education in the field of green economy	Pedro Martins João Farinha The Application of Data Science to the Recruitment Process	PhD colloquium	Tiago Santos Efficiency analysis of the Banking Sector in Cape Vert
<b>16:30</b>	<b>Coffee Break</b>			
<b>17:00</b>	<b>Education: Session Chair:</b> <b>Constantin Bratianu</b> <b>Room 206</b>	<b>Technology: Session Chair:</b> <b>Susana Oliveira</b> <b>Room 207</b>	<b>PhD Colloquium</b> <i>Chair: Julee Hafner and Brian Hafner</i> <b>Room 208</b>	<b>Sustainable Development (Online) Session Chair:</b> <b>Radwan Kharabsheh</b> <b>Room 201</b> <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>
<b>17:00</b>	Gerald Schneikart and Walter Mayrhofer Learning by doing: Measuring the efficiency and efficacy of competence	Susanne Durst, Elena Dominguez and Samuel Foli Hey KIBS, are you managing your knowledge? Findings	PhD colloquium	Qais Aslam State of School Education in Pakistan and Implementation of SDGs

	development by hands-on training in skill-intensive disciplines	from a systematic literature review		
<b>17:30</b>	Rashed Isam Ashqar Julio Lobao Does Religion Influence the Household Finance? Evidence from Europe	Alexandra Fernandes Unpredictability context research for Operations Management – Ground Handling applied study	PhD colloquium	Olya Verkhohlyad Gary N. McLean Applying Theories of Power and Human Capital to Socioeconomic Development Research: How to Reduce Strain on National Healthcare and Social Systems and Promote Sustainable National Development
<b>18:00</b>	<b>Close of Conference Day. Night out in Porto</b>			

9:00	<b>Keynote Speaker</b> Julee Hafner	<b>Unlearning social isolation: What you need to know –The impact on human communication and interaction</b> Room 201: <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>		
10:00	<b>Coffee Break</b>			
10:30	<b>Sustainable Development:Session Chair:</b> Rosário Cabrita Room 206	<b>Human Resource Management: Session Chair:</b> André Matos Room 207	<b>Knowledge Management: Session Chair:</b> Ricardo Biscaia Room 208	<b>Higher EducationSession Chair:</b> Cidália Oliveira(Online) Room 201: <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>
10:30	Ivana Pavić, Lajoš Žager and Ivana Mamić Sačer The awareness of supremeaudit institutions regardingtheir role in sustainable development	Laura Boehme Darlene Russ-Eft John Rovens Andrew Rovens In the Eyes of the Beholder:HR Managers Stereotyping when Assessing Front-Line Managers	Radwan Kharabshe Knowledge sharing and conflict: The mediating effect of trust and workplace spirituality.	Chulatep Senivongse University-as-a- Service: A BusinessModel of the Future Times
11:00	Knowledge management as a component of sustainable development in Covid-19 time Joanna Malecka	Katarzyna.Tracz-Krupa Sylwia Przytuł Anna Bruska Gender differences in expectations towards international study mobility	Daniel Mandel Gandrita, Ana Gandrita and Diana Costa Scenario Planning for a Post-pandemic era in Small Businesses: A Dynamic Capability Perspective	Karen Trem Addressing the gapbetween knowledge and practice: preparingfinal year Human Resource Management Students to think like practitioners
11:30	Ana Dinis and Patrícia Gomes Local policies and taxincentivesfor green buildings toward environmental sustainability	Daniela DimitrovSusan Slocum Perceptions of Hospitalityand Tourism (HAT) Academics About Their Workplace	Susana Oliveira Carla Lobo Nayra Martins Knowledge an internationalization:the role of practical wisdom	Wenfang Liu Gary Mc Lean A Literature Reviewof Dialogic Feedback in HigherEducation
12:00	<b>Workshop</b> (Online)	How to do Conferences in Post Covid-19 Era? Facilitated by Manfred Bornemann Room 201 <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>		
13:00	<b>Lunch</b>			
14:00	<b>Keynote Speaker</b> Richard Zerbe University of Washington (Online)	<b>Vertical Status Seeking and Social Unrest</b> Room 201 <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>		
15:00	<b>Small and Medium Enterprises: Session Chair:</b> Nayra Martins Room 206	<b>HRM Session Chair:</b> Katarzyna Tracz Krupa Room 207	<b>HRD: Session Chair:</b> Darlene Russ-Eft Room 208	<b>Developing Countries Session Chair:</b> Mónica Azevedo Room 201: <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>
15:00	Vera Pinto Tawfiq Rkibi The extension of the offered servicesand costumer categories: the caseof the Certified Accountants	Jorge Caldeira Tawfiq Rkibi Research guidelines for real-time Delphi studies in management A Systematic Literature Review	João Farinha “A leader's delegation of authority to subordinates is a powerful motivation for decision-making.”	Philip Sisson and Thomas Mazzuchi Findings from a systems approach investigation into the Knowledge Management domain

<b>15:30</b>	Nayra Martins ,Carla Lobo Susana Oliveira The Portuguese SME's managers perception of the importance of digitization in the internationalization process	Andrej Bregar Decision Support for Industry 5.0	Eduardo Tomé Literature Review on the ESF	Gary Mc Lean Aitana González Ortiz de Zárate Hatturlottu Lingappa Quesada Pallarès Faculty Training Transfer in Karnataka, India
<b>16:00</b>	Gaby Neumann How human centred digitalization changes the logistics work environment	Nayra Martins Cidália Oliveira Margarida Rodrigues Ana Pinto Borges Rui Silva The role of leadership on job satisfaction	Petra Patruti Alexandra Zbucnea Metaverse, the future of the fashion brands marketing communication	Santi Gopal Maji and Prachi Lohia Impacts of ESG Performance on Firm Performance in India: A Comparative Study between Manufacturing Sector and Service Sector
<b>16:30</b>	<b>Coffee Break</b>			
<b>17:00</b>	<b>Strategic Sectors Session Chair: Heidrun Bichler Ripfel Room 206</b>	<b>HRM Session Chair: João Farinha Room 207</b>	<b>HRD: Session Chair: Monika Klimontowicz Room 208</b>	<b>SMEs Session Chair: Fernando Moreira Room 209</b>
<b>17:00</b>	Rui Murta, Fernando F. Gonçalves and Pedro Mello Open banking - Strategic vision for the Portuguese market	Danielle Dimitrov Brandon Soltwisch Investigating the Effect of Individualistic and Collectivistic Cultural Values on Maximizing and Satisficing Entrepreneurial Decision-Making	Madeleine Block Control through fear - exemplified by the Corona pandemic and the Ukraine Conflict	Eduardo Tomé Political parties versus football clubs – An insight into the Portuguese society
<b>17:30</b>	Marisa Canastra Digital Marketing in Portuguese Restaurants.	Margarida Partidário Candidate's Differentiation in the Digital Era: The Proposal of a Framework Based on Human and Behavioral Skills	Sarra Ben Farah, Nabil Amara and Rémy Lambert What do we know about the knowledge gap between researchers and farmers? A systematic review of the literature	Ricardo Perpétuo e Gabriel Pestana Talent Model in SMEs.
<b>18:00</b>	<b>Close of Conference Work day</b>			
<b>19:00</b>	<b>Gala Dinner – Pestana Palácio do Freixo</b>			

Friday 8 <sup>th</sup> July 2022				
9:00	Keynote Speaker Satish Pandey Pandit Deendayal Petroleum University (PDPU) Gujarat, India (Online)	Stress in Organizations during Covid-19 times.  Room 201 <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>		
10:00	Coffee Break / Poster Session			
	Charles Mondal, Adilkhan Kussainov and Robert B. Mellor Modelling UK data shows the number of client firms needed to support a Science Park and the distance between Parks with similar and non-similar theme	Dagmar Cagáňová, Natália Horňáková, Ľubica Znamenáková, Filip Majtán, Alexandra Blažeková Experience with GEP Development with Focus on Work-Life Balance within H2020 CALIPER and Erasmus+ DWEL Projects		
10:30	Economics Session Chair: Rosário Cabrita Room 206	Strategic Sectors Session Chair: Daniela Dimitrov Room 207	Knowledge Management and Intellectual Capital Room 208 Isabel Maldonado	Room 201 <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a> Human Aspects Carla Lobo
10:30	Audrey Jamal Community wealth building in peripheral/mid-sized cities. Strategies to generate economies in place post COVID.	Ana Rep, Nikolina Dečman and Katarina Žager Trends in financial reporting disclosures – impact of entity size	Florian Kragul Ann-Kathrin Krainer When Size Matters: Digital Transformation from the Perspective of Austrian SMEs	Clemens Kerschbaum and Adrian Repolust Methods of Inquiry into Aesthetics in an Organizational Context
11:00	Ana Dinis, Liliana Pereira, Anália Carvalho, Daniela Costa and Rita Gigante Green taxation of company car expenses: the case of autonomous taxation in Portugal	Tiago Nascimento Gabriel Pestana Preventive Monitoring and Diagnosis Model: Pathway to Efficiency in Healthcare	Eliana Mendes Model of Sustainability Management for aircraft sector	Ivan Strugar Danijela Ferjanić Hodak Can ICT technology improve tourist satisfaction - Case of Croatia
11:30	Luara Parra Nayra Martins Carla Lobo Susana Oliveira Internationalisation - where are the main obstacles?	Carlos Vilela Mota The importance of teaching tourism at higher level, for development of tourist industry in Portugal	Constantin Bratianu and Ruxandra Bejinaru A semantic analysis of knowledge dynamics within knowledge management	Aldona Dereń and Jan Skonieczny Strategic management of information in an organization based on Big data technologies
12:00	Round Table on the Future of Knowledge (Online): Constantin Bratianu, Florian Kragulj, Susanne Durst, Eduardo Tomé Room 201 <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>			
13:00	Final Remarks and Presentation of TAKE 2023 (Online) Room 201 <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>			
13:30	Close of Conference (Online) Room 201 <a href="https://videoconf-colibri.zoom.us/my/take1.upt">https://videoconf-colibri.zoom.us/my/take1.upt</a>			
14:00	Lunch			